

## Huntington Human Rights Statement

At Huntington, our business model and approach to generating sustainable returns are anchored by the concept of shared values. We are committed to our purpose of making people's lives better, helping businesses thrive, and strengthening the communities we serve.

Every day, our colleagues fulfill our purpose and drive performance by embodying our core values:

- Can-Do Attitude: We enthusiastically work and succeed together.
- Service Heart: We work with an inclusive spirit, putting ourselves in each other's shoes to better understand how we can help.
- Forward Thinking: We are always looking ahead for ways to be the very best.

Our colleagues' efforts to better serve our customers and their financial needs, in turn, enable the strength and growth of our communities and the success of our business.

Huntington supports fundamental principles of human rights across all our business activities. Huntington's respect for the protection and preservation of human rights is guided by the principles set forth in the United Nations Universal Declaration of Human Rights and the International Labor Organization's (ILO) Declaration on Fundamental Principles and Rights at Work.

Inclusion is core to who we are and essential to what we do. This commitment is reflected by understanding and accepting different points of view, experiences, skills and backgrounds and applies to every aspect of our business. We firmly stand against illegal discrimination and harassment, including on the basis of race, color, religion, sex, pregnancy, sexual orientation, gender identity, disability, uniformed service member status, age, genetic information, ethnicity, national origin, citizenship status or membership in any other category protected by applicable law.

Our Code of Conduct and Ethics outlines how we desire to behave. It serves as an ethical compass and a powerful guide to decision-making across the organization. The Code provides guidance and resources to help avoid unethical behavior, conflicts of interest and any appearance of impropriety, and creates a meaningful connection to our mission, vision, and values. On an annual basis, all Huntington colleagues are required to complete online training and acknowledge that they have read, understood, and will comply with the Code. Except for the provisions of the Code that are specifically applicable only to colleagues, members of the boards of directors of Huntington and its affiliates also are bound by the Code. Anyone who violates the Code or otherwise fails to follow our ethical and professional standards may be subject to disciplinary action, up to and including termination of employment or business relationship.

Huntington strives to support our markets and communities in a responsible manner, contributing to an environment of economic stability and sustainable growth. We also expect our suppliers to share our commitment to doing the right thing. Huntington's suppliers must operate in accordance with professional standards, laws and regulations. Our Service Provider Code of Conduct sets forth our expectations for suppliers that Huntington engages in a number of areas including ethical business practices, labor and human rights, health and safety environmental responsibility, community investments, privacy and confidentiality, artificial intelligence and how to report concerns.

We recognize that respecting and supporting human rights requires ongoing leadership and effort. Below are just some of the actions that Huntington takes to ensure we are living our values every day and are honoring our unwavering commitment to the promotion of human rights across all of our business practices.

- Providing equal opportunity in all aspects of its business and will not tolerate illegal discrimination or harassment of any kind based on membership in any protected category protected by law. Huntington also prohibits unlawful retaliation. Suppliers are expected to (1) maintain a discrimination, harassment and retaliation-free work environment, (2) comply with all applicable employment and labor laws, and (3) maintain policies against workplace discrimination, harassment and unlawful retaliation.
- Offering equal employment opportunity and equal access to all and committing to inclusion and accessibility in our workplace and in connection with the services we provide to our customers.
- Supporting communities through financial inclusion and community engagement, including implementing community plans that strengthen the communities we serve by helping people and supporting the economic and cultural development of underserved communities and businesses and advancing inclusion for our colleagues and our communities.
- Committing to providing a respectful, safe and secure work environment for all colleagues.
- Doing the right thing and conducting our business in accordance with applicable workplace laws and regulations related to the prohibition of discrimination, retaliation and harassment and taking steps to ensure the safety, health and protection of our colleagues.
- Encouraging colleagues to raise concerns, ask questions and report potential policy violations or suspicious behaviors, without fear of retaliation, using multiple available resources including a confidential 24-hour Ethics Hotline which provides the option of reporting anonymously.
- Requiring the completion of annual training by our colleagues on many topics related to promoting a workplace free from unlawful discrimination, harassment and retaliation and preventing the illegal use and provision of our products and services.
- Maintaining policies and practices that commit to upholding fundamental rights in our interactions with colleagues, customers, suppliers, shareholders and the communities we serve.

### **Our Statement Against Forced Labor and Child Labor**

We respect human rights. Huntington's commitment includes using only voluntary labor. We do not use child, prison, or forced labor, and we do not violate any modern slavery laws. Suppliers must be committed to and have respect for the protection and preservation of human rights, and are expected to implement practices and policies in their operations and facilities to prevent the use of child, prison and forced labor and human trafficking.